



Eagle 6 Sends

Eagle Brigade Teammates,

PLEASE TAKE TIME TO READ THIS ENTIRE MESSAGE. As part of an Army-wide initiative, the Brigade Headquarters and all Battalions recently completed base-line command climate surveys. These surveys inform commanders at all levels about their organizational strengths and weaknesses. As one would expect, we received positive and negative feedback. For example, good news stories include downward trends in sexual harassment perceptions, over 80% surveyed believe they are treated with dignity and respect, and individuals have received the training needed to accomplish their jobs. However, the results identified a perception of discrimination at every level and across our entire footprint with the two highest areas of concerns being race/national origin/color and gender. Additionally, perceptions of retaliation and favoritism exist. I charge each of you to vigilantly stop any form of discrimination, retaliation, reprisal, or favoritism in our ranks.

Know that I take every allegation seriously and will continue to aggressively Report and investigate in accordance with regulations. I expect each of you to uphold these standards as well. With allegations come investigations. We've had several investigations, some ongoing, and will likely have more. Investigations inform commanders and either validate allegations, clarify misperceptions, or exonerate individuals. I expect Investigating Officers (IO) to conduct objective, thorough, timely, and quality investigations. Additionally, I expect witnesses and other teammates to fully support IO efforts as required. I will not tolerate actions counter to good order, discipline, dignity, or respect. Rumors, innuendo, intimidation, and unkind comments about investigations, accused, aggrieved, or victims are unacceptable. Remain professional at all times.

I am less concerned about "how" I receive information or reports of misconduct and more concerned about identifying and correcting misbehavior or misperceptions. Numerous resources are available to voice concerns. I have been alerted to problems via anonymous letters/ e-mails, IG channels, EO and EEO avenues, as well as from our Commanding General when someone chooses to use his Open Door Policy. Several individuals have used my Open Door Policy and I encourage you to do the same where you deem appropriate. Several professionals have kept their chain of command informed while expressing concerns which I value as well.

I have discussed these topics with all battalion and company leaders collectively and in smaller groups, but decided wider dissemination was required. We work for a great Army institution in support of a free Nation where all are created equal and treated fairly. My philosophy is underscored by treating all with dignity and respect. Frankly, I was raised that way and now proudly serve in an Army where values are paramount. I expect all members of Team Eagle to live by those values.



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Many thanks,
VR,

EAGLE 6

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